

LA PASSERELLE

TOOLBOX

EDUCATION PROFESSIONALS
WEEK

FOR TOMORROW

In this issue

PAGE 1

[Editorial](#)

PAGE 2

[Toolbox for tomorrow](#)

PAGE 3

[The week on social media](#)

PAGE 4

[Mille outils \(Slam\)](#)

PAGE 5

[VT & AE](#)

PAGE 7

[The FPPE in the media](#)

[IRIS](#)



[Johanne Pomerleau](#),
President FPPE(CSQ)

It is under this theme that this year's Education Professionals' Week will be held. It is perfectly representative, in my opinion, of the aspirations of men and women who decide to pursue their career in the field of education, that is to say, to help provide tools for the adults and citizens of tomorrow.

Is there a field in which professionals work more for the future of our society than in the field of education? I don't think so. Whether your job consists of ensuring the proper administration of services, supporting adults, or working directly with youth; you contribute, through your professionalism and commitment, to students' success and the future of our society.

Working conditions are not always easy! Time is a scarce resource, needs increase, and recognition is rarely forthcoming, but you work relentlessly, putting your heart into it to make a difference.

During this Education Professionals' Week, I encourage you to set aside all the work that is left to be done and to focus on all that you have accomplished! Be proud of this crucial work and take the time to highlight, among yourselves, all the efforts you make, day after day, to help, support, and guide, without always realizing the enormous scope of what you sow.

Also, take the time to participate in the contest on [the FPPE's Facebook page](#). It's a great opportunity to take the time to give yourself and your colleagues a pat on the back. You will find all the information you need in the following article.

Have a great Education Professionals' Week!

TOOLBOX

EDUCATION PROFESSIONALS
WEEK

FOR TOMORROW

NOVEMBER 19 - 23 2018

fppe.ca



Fédération des professionnelles
et professionnels de l'éducation
du Québec (CSQ)



Centre des syndicats
du Québec





Karine Lapierre,
Communication Consultant
FPPE(CSQ)

Education Professionals' Week

Toolbox for Tomorrow!

Education professionals provide students with concrete tools that foster academic success. Their involvement helps students, teachers and managers become independent, and their expertise is vital to schools and centres.

These are the key messages put forward by the FPPE during Education Professionals' Week, under the theme "Toolbox for Tomorrow," a slogan that emerged from a contest between three vocational training (VT) and adult education (AE) professionals from various regions of Quebec who met for a discussion group.

"This year, we wanted an awareness campaign that better represented our older clientele, such as those from VT and AE, who are often overlooked by the school system and who truly deserve our attention" said Karine Lapierre, Communications Consultant at the FPPE.

Four designs representing the diversity of our members

Four different designs were created for the promotional campaign to represent the diversity in Fédération members' fields of activity, from primary to secondary and vocational training, but also in centres and school boards.

"We felt it was important that each of our members feel represented, whether they work with young people or share their expertise with adults; whether students, teachers or managers," said Karine Lapierre.

Each design depicts a professional posing with a student, teacher or manager, and handing them a metaphorical "tool" (a plant for growth, the earth for openness to the world, a flame for passion and perseverance, a tablet for knowledge and expertise).

Professional services in images and poetry

Spoken-word artist Marianne Verville also agreed to lend her words and her voice to promote the work of Education professionals in a slam called *A Thousand Tools*, the soundtrack of which was used as the background for a promotional video being broadcast throughout the week on social media.

Marianne Verville pays homage to the work of professionals:

"From little to big schools / success doesn't come on its own / Count the number of outstretched hands / you'll see a human tide / professionals who support / Women, men / who build confidence / who listen, advise / In their outstretched hands / there is a world / that stands tall / in their outstretched hands / there are schools and students / with a toolbox for tomorrow."

**Concours
Préparez-vous
pour l'hiver !**

Pour participer,
obtenez
une soumission



laPersonnelle

A website that shows it all

All the designs for Education Professionals' Week and the video *A Thousand Tools* are available to download at fppe.ca/semainedespros2018.

You will also find the program of events happening in each of the regions the FPPE represents, as well as photos of the **events and contest winners**.

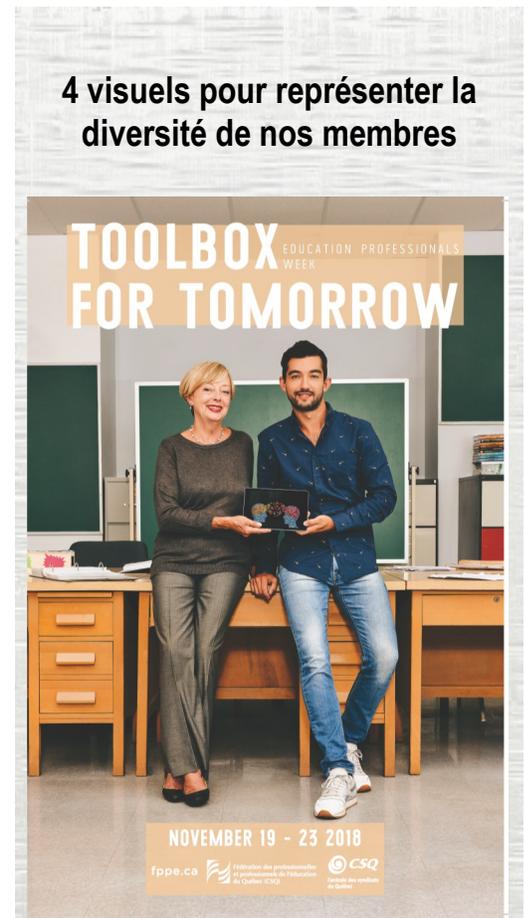
Have a great Pro Week!

The Week on social media: a contest

In addition to the video A Thousand Tools, the Week will be very visible on social media, with several publications picking up on the theme and designs, which can be shared from the [Fédération's Facebook page](#).

The Fédération also launched a contest on its [Facebook page](#) on November 12. We invite you to comment on the FPPE's page by posting a photo of yourself with your favourite professional and a brief explanation of what makes them an exceptional person.

In so doing, you'll be killing three birds with one stone: you'll be eligible to win one of five [Loto-Voyages tickets from the Fondation Monique-Fitz-Back](#) valued at \$100, supporting a foundation working in Education, and showing your appreciation for a colleague! A draw will be held every day of Pro Week at 4 p.m., from November 19 to 23.



Mille outils

Par Marianne Verville

*Des petites aux grandes écoles
la réussite n'arrive pas seule
Compte le nombre de mains tendues
tu verras une marée humaine*

*Et dans ces mains
se trouvent des outils
des souffleuses pour chasser les nuages
des porte-voix pour sortir la parole
des lanternes pour choisir son chemin
du combustible pour allumer la flamme
des couvertures pour calmer les orages*

*Dans ces mains
tu trouveras mille outils
des clés pour ouvrir
les portes trop bien fermées
des éclats de rire*

*pour briser les carapaces
des turbines pour alimenter
tous les espoirs et les rêves
des échelles pour atteindre
les plus hauts sommets
des gestes pour inspirer
pour faire la différence*

*Des petites aux grandes écoles
la réussite n'arrive pas seule
Compte le nombre de mains tendues
tu verras une marée humaine
des professionnels qui soutiennent
Hommes et femmes qui renforcent
qui écoutent, conseillent
et chaque jour se dépassent*

*Dans leurs mains tendues
il y a un monde
qui se tient debout
dans leurs mains tendues
il y a des écoles et des élèves
mieux outillés pour l'avenir*



VT and AE: Urgent needs, distinct realities



Marie-Ève Quirion,
Action professionnelle Consultant
FPPE(CSQ)

Everyone agrees—even politicians—on the need for increased professional resources in the school network. But too few voices are speaking up to reassert the specific needs of the vocational training (VT) and adult education (AE) sectors.

Professional services nearly non-existent in AE

On October 29, Sophie Massé, Vice President of the FPPE, appeared on Mario Dumont's show on TVA to condemn the lack of professional services in AE. She explained that the sector has seen an increasing number of youth between the ages of 16 and 24, and that they often require services that are similar to those in the youth sector. At the same time, AE is required to provide support to those dealing with "adult problems," such as single parenthood, financial instability, addiction issues, etc. A major change must take place to offer these adults in training the professional services they need.



This interview came after the publication of an article by Marco Fortier, on the front page of *Le Devoir*, which presented data from the Ministry obtained and compiled by the FPPE. "Two psychologists for 183,000 students in Quebec. One speech therapist. Seven psychoeducators. New data obtained by *Le Devoir* show how limited professional support to students in adult education is, despite the fact that they are among the most vulnerable people in the public system. The number of professionals in adult education (AE)—social workers, remedial teachers, guidance counsellors, etc.—has dropped by 14% in five years, according to compiled data made public through the Access to Information Act."

Change over five years in the number of professional resources (in full-time equivalent—FTE) for all school boards

	2011-2012	2015-2016	Evolution over five years
Total number of resources in FTE (with the exception of the Cree and Kativik SBs)	353,3	303,0	14,24% decrease
Educational services	150,3	116,9	22,2% decrease
Direct services to students	174	154,5	11,2% decrease

Suite FP et FGA

Job classes that have seen the most significant cuts in AE are educational consultants (22.1%) and guidance counsellors (22.3%). However, it's important to note that counselling staff in academic training and in academic and professional information has remained more stable, which brings the decrease in general counselling services to 8.2%.

If we exclude the education consulting and guidance counselling resources, only 36.7 FTEs are left for the remaining professional job classes across school boards. This is not sufficient to analyze change. For example, in five years, we went from 29 to 31.6 FTEs across administrative professional services.

With respect to other types of direct services to students, we can confirm that they are nearly non-existent. The following table clearly demonstrates this. The FPPE will continue to highlight these deficiencies and fight for a significant and specific increase in resources for AE.

Service direct (ETP)	2011–2012	2015–2016
Readaptation Officer	9.9	5.3
Social Service Officer	8.0	5.4
SCGCIA	0.9	0
Student Life Animator	5.6	4.8
Counsellor in Reeducation	1.7	3.2
Remedial Teacher	7.9	12
Speech Therapist	0.4	1
Psychoeducator	5.6	7.5
Psychologist	1.5	1.9
Social Worker	3.1	1.6

Unfulfilled promises for VT

In February 2018, the FPPE took part in the Journées de réflexion sur la formation professionnelle, a two-day discussion meeting on vocational training held at the Convention Centre, under the aegis of the former minister, Sébastien Proulx, who had committed to “developing a concerted and mobilizing action plan to bring fresh momentum to vocational training.” Six months later, by the time the election was called, nothing had been done. We must therefore hold out hope that the new Minister of Education will pick up where things left off.

The demands brought forward by the FPPE and raised during these talks as part of [a report](#) are still ongoing.

RECOMMENDATION 1

To highlight vocational training as a viable training option for students; to give students access to quality information and break down biases associated with the various training and professional paths; and to offer support to students who need it as part of a genuine approach to counselling, the FPPE recommends :

- *That professional resources in academic and professional orientation be added, specifically in the vocational training sector, and that amounts associated with these additional resources be tied to protected budgetary measures.*
- *That the Ministry organize a Discussion Table on the overall academic and professional counselling services offered in the school system.*

RECOMMENDATION 2

To allow complementary academic services in vocational training to be developed, the FPPE recommends :

- *That school regulations be modified to include all students, regardless of age, to ensure that those in vocational training have access to the complementary services they need.*

RECOMMENDATION 3

To encourage the success of all students in VT, whether special needs students, adults with undetected needs or disorders, or students in various complex situations (e.g., socioeconomic issues, physical or psychological health issues, difficulty with the work-life-study balance, students from immigrant backgrounds, etc.), the FPPE recommends :

- *That substantial professional resources in complementary services to students be added in the vocational training sector, and that amounts associated with these additional resources be tied to protected budgetary measures.*

RECOMMENDATION 4

To foster the professional development of teaching staff, including the introduction of new technologies, the FPPE recommends:

- *That professional resources in education consulting be added in the vocational training sector, and that amounts associated with these additional resources be tied to protected budgetary measures.*
- *That resources be added in benefit of RÉCIT for vocational training through protected budgetary measures.*





The FPPE in the media

By Karine Lapierre, Communications Consultant, FPPE (CSQ)

September 6

Gélinas versus the Marie-Victorin School Board

- ♦ The FPPE won an important case before the Tribunal Administratif du Travail; it fought for *recognition of a member's employment injury caused by the quality of the air of his environment*.
- ♦ *Le Devoir* published the news [here](#).
- ♦ *Droit-Inc* talks about it [here](#).
- ♦ You can hear the President of the SPPM, Jacques Landry, comment on the decision in an interview given to Paul Arcand at [Puisqu'il faut se lever](#).
- ♦ Marie-Andrée Chouinard of *Le Devoir* also wrote a column that you can read [here](#).

2018 Elections (September 23, 2018)

- ♦ Johanne Pomerleau addressed the media by means of an open letter as part of the 2018 elections. You can read the text in *La Tribune*.

September 28

JE program on the lack of student services

- ♦ Following the JE program on the lack of services provided to students with difficulties, Johanne Pomerleau gave two interviews, one to [LCN](#) and another to Salut Bonjour.

October 29

Decline in professional services for liberal adult education (LAE)

- ♦ As part of the ICEA's forum on adult education, the FPPE criticized the decline in LAE professional resources in [Le Devoir](#).
- ♦ Sophie Massé was invited to comment on the FPPE's figures on [LCN](#) with Mario Dumont.



Agreement with IRIS: Savings for you and your family!

The FPPE is pleased to inform you that it has entered into an agreement with IRIS so that you can save money when buying glasses, contact lenses, and several other services such as laser vision correction. Family members living under the same roof can also receive these discounts.

To benefit from the program's discounts, simply sign up using the link in IRIS's welcome letter at the end of this edition of *Passerelle*.

The offers must be printed beforehand and presented at IRIS eye care centres at the time of purchase. It is important that you also bring a pay stub to prove that you are a professional working for a school board.

Coupons can be used throughout the entire year and many times during the same year. To get new coupons (if they have expired, for example) simply sign up again.

I encourage you to sign up to enjoy these savings. It will only take a few minutes!



Reading Suggestion



L'ENVERS DU TRAVAIL

Le genre de l'émancipation ouvrière

PAR ROLANDE PINARD



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*These offers can not be combined with other IRIS offers, instant rebates, IRIS Cards, IRIS Certificates, Air Miles or any other offer or in-store promotion. Not applicable on Safety glasses, sports safety glasses, TruBlue glasses, RKS sunglasses for children, COOL KIDS packages for children or other IRIS eyewear packages. The IRIS Advantage Benefits Program offer can be modified without notice. No offer from the IRIS Advantage Benefits Program is transferable. These offers are valid from April 1 to December 31, 2018. Dr Daryan Angle, Optometrist.



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- 1** Go to iris.ca/advantage
- 2** Click on **Register Now**
- 3** Select **Fédération des professionnelles et professionnels de l'éducation du Québec (FPPE-CSQ)** from the drop down menu and fill in the online registration

Need help registering or accessing your benefits?
Contact us at advantage@iris.ca or 1.800.363.6378